METRIC MONITORING SYSTEM OF GME PROGRAMS

COL John D. Roscelli, M.D. Dean GME
Mr Richard Boggs, MSA Program Manager
San Antonio Uniformed Services Health Education Consortium (SAUSHEC)

- **Issues Addressed:** ACGME & JCAHO requirements for GME Sponsored Institutions & DIO to: 1] monitor their Institution & programs more frequently than Internal Reviews; 2] ensure communication between the Organized Medical Staff/Governing Body of its training hospitals & the GMEC, & 3] compile an annual GME report
- **Method Used:** DIO determined key GME metrics that would characterize the past performance and current status of programs and established thresholds for each metric that would allow it to be categorized as Green, Yellow or Red. A template was developed that could be completed easily by Program Directors. Program Directors need only supply amplifying information to address problems and concerns (non green metrics). A comprehensive compliance table in the administrative metric section allows easy documentation of the significant administrative requirements from the various oversight bodies. Programs were divided into 4 groups and programs in each group completed their template during different quarters of the Academic Year. Programs may also list 2 to 5 bragging points for presentation. The DIO consolidates the reports of these programs into a presentation that includes a color-coded chart allowing presentation of a myriad of information in a single graphic. The presentation also includes the DIO's "drill down" on non-green metrics. This allows for presentation to the OMS and Governing Bodies of the training hospitals a clear concise picture of the past performance and current status of these programs. To close the communication loop, the DIO presents this same information to the GMEC. This system also allows the DIO to track trends over time in a given program and across programs during a given academic year. Finally, the DIO uses this information to compile the annual GME report of the DIO.
- **Impact:**

- ❑ The process is Program Director friendly and educational. Program Directors can complete the information in less than an hour. Since implementation all SAUSHEC programs have gone from yellow to green in the administrative metric.
- ❑ It allows the DIO to get a complete picture off all programs (spread over four groups annually), track trends over previous years, and identify systemic issues in a program or institutionally.
- ❑ It allows for efficient communication with critical non-GME personnel (governing bodies and OMS).
- ❑ It simplifies the data compilation for annual reports

METRICS AND THRESHHOLDS

Metric 1. RRC Accreditation Status
- Green >3 years and no citations
- Yellow <3 years and/or any citation that must be answered
- Red On Probation

Metric 2. Board Pass Rate
Metric 3. Residency Fill Rate
Metric 4. Percent On-Time Graduation
- Green ?90%
- Yellow 75% - 89%
- Red <75%

Metric 5. Percent of Training Accomplished in Department of Defense Facilities
- Green >70%
- Yellow 50% - 70%
- Red <50%

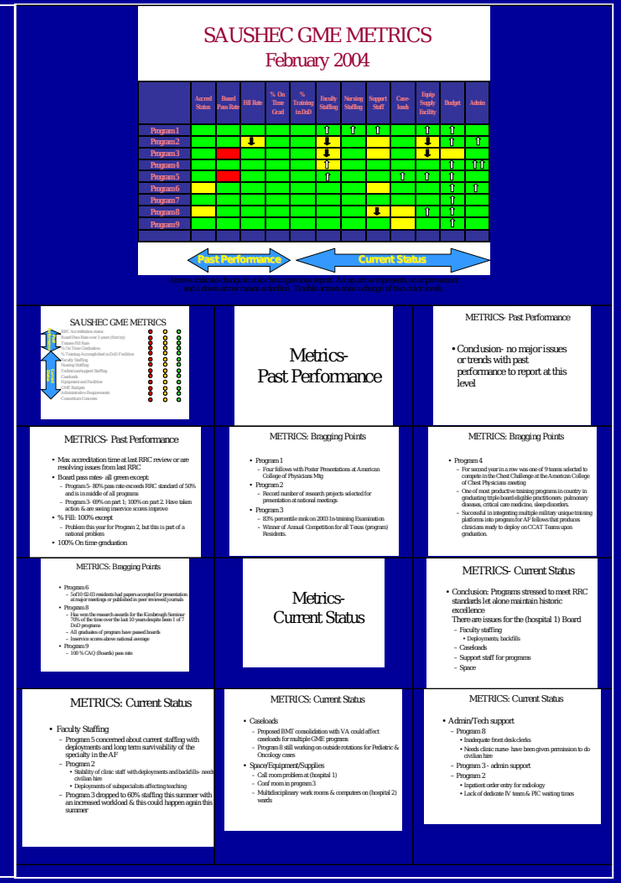
Note: For Metrics 6-11, Program Directors must state whether issues apply only to SAUSHEC rotations or include rotations at the two major participants.

Metric 6. Faculty Staffing
Metric 7. Nursing Staff Support
Metric 8. Technician and Other Support Staff
Metric 9. Caseloads
Metric 10. Equipment, Supplies, and Space
Metric 11. Budget
- Green No problems to report; meets all RRC requirements
- Yellow May not meet them now or in near future if current trend
- Red Major problem that immediately threatens RRC approval

Metric 12. Administrative Requirements (Complete compliance table as well)
- Green No problems to report; meets all RRC requirements
- Yellow Issues with 1 to 4, yet will be in compliance in 4 months
- Red Does not meet 5 or more and/or not able to be in full compliance in four months or les

Metric 13. Consortium Concerns (Data collection for Annual Reports)
- Green No problems to report with SAUSHEC or any major institution
- Yellow Previous issue which has been resolved (identify and explain)
- Red Current issue which has not been resolved (identify issue and plan)

Metric 14 and 15 are not charted, but are addressed to the Governing Bodies.
Metric 14. Bragging Points. List 2 to 5 significant achievements during past year
Metric 15. Miscellaneous. List any additional information for consideration to the board



METRIC MONITORING SYSTEM OF GME PROGRAMS

COL John D. Roscelli, M.D. Dean GME
Mr Richard Boggs, MSA Program Manager
San Antonio Uniformed Services Health Education Consortium (SAUSHEC)

- **Issues Addressed:** ACGME & JCAHO requirements for GME Sponsored Institutions & DIO to: 1] monitor their Institution & programs more frequently than Internal Reviews; 2] ensure communication between the Organized Medical Staff/Governing Body of its training hospitals & the GMEC, & 3] compile an annual GME report
-
- **Method Used:** DIO determined key GME metrics that would characterize the past performance and current status of programs and established thresholds for each metric that would allow it to be categorized as Green, Yellow or Red. A template was developed that could be completed easily by Program Directors. Program Directors need only supply amplifying information to address problems and concerns (non green metrics). A comprehensive compliance table in the administrative metric section allows easy documentation of the significant administrative requirements from the various oversight bodies. Programs were divided into 4 groups and programs in each group completed their template during different quarters of the Academic Year. Programs may also list 2 to 5 bragging points for presentation. The DIO consolidates the reports of these programs into a presentation that includes a color-coded chart allowing presentation of a myriad of information in a single graphic. The presentation also includes the DIO's "drill down" on non-green metrics. This allows for presentation to the OMS and Governing Bodies of the training hospitals a clear concise picture of the past performance and current status of these programs. To close the communication loop, the DIO presents this same information to the GMEC. This system also allows the DIO to track trends over time in a given program and across programs during a given academic year. Finally, the DIO uses this information to compile the annual GME report of the DIO.
-
- **Impact:**

- ❑ The process is Program Director friendly and educational. Program Directors can complete the information in less than an hour. Since implementation all SAUSHEC programs have gone from yellow to green in the administrative metric.
- ❑ It allows the DIO to get a complete picture off all programs (spread over four groups annually), track trends over previous years, and identify systemic issues in a program or institutionally.
- ❑ It allows for efficient communication with critical non-GME personnel (governing bodies and OMS).
- ❑ It simplifies the data compilation for annual reports

METRICS AND THRESHHOLDS

Metric 1. RRC Accreditation Status
- Green >3 years and no citations
- Yellow <3 years and/or any citation that must be answered
- Red On Probation

Metric 2. Board Pass Rate
Metric 3. Residency Fill Rate
Metric 4. Percent On-Time Graduation
- Green ?90%
- Yellow 75% - 89%
- Red <75%

Metric 5. Percent of Training Accomplished in Department of Defense Facilities
- Green >70%
- Yellow 50% - 70%
- Red <50%

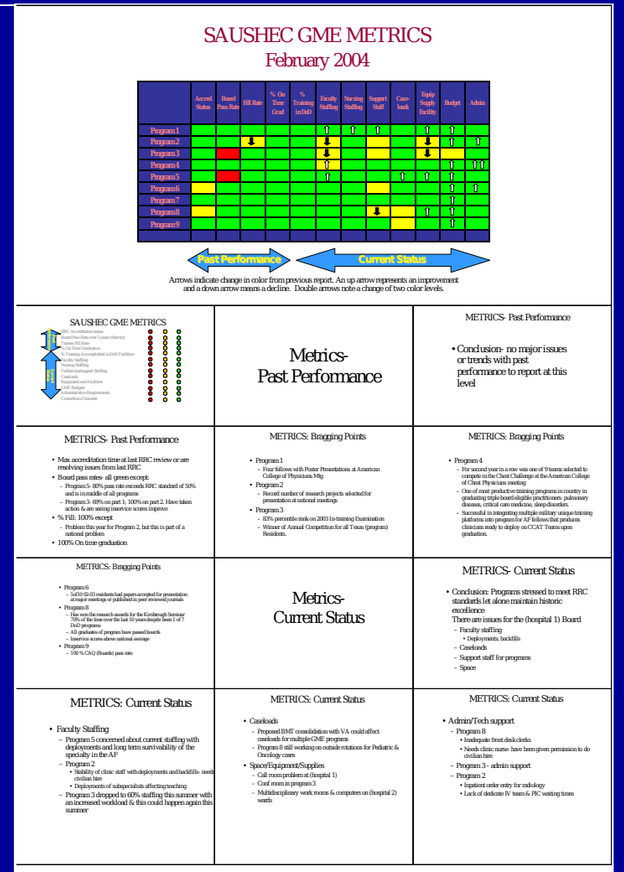
Note: For Metrics 6-11, Program Directors must state whether issues apply only to SAUSHEC rotations or include rotations at the two major participants.

Metric 6. Faculty Staffing
Metric 7. Nursing Staff Support
Metric 8. Technician and Other Support Staff
Metric 9. Caseloads
Metric 10. Equipment, Supplies, and Space
Metric 11. Budget
- Green No problems to report; meets all RRC requirements
- Yellow May not meet them now or in near future if current trend
- Red Major problem that immediately threatens RRC approval

Metric 12. Administrative Requirements (Complete compliance table as well)
- Green No problems to report; meets all RRC requirements
- Yellow Issues with 1 to 4, yet will be in compliance in 4 months
- Red Does not meet 5 or more and/or not able to be in full compliance in four months or les

Metric 13. Consortium Concerns (Data collection for Annual Reports)
- Green No problems to report with SAUSHEC or any major institution
- Yellow Previous issue which has been resolved (identify and explain)
- Red Current issue which has not been resolved (identify issue and plan)

Metric 14 and 15 are not charted, but are addressed to the Governing Bodies.
Metric 14. Bragging Points. List 2 to 5 significant achievements during past year
Metric 15. Miscellaneous. List any additional information for consideration


SAUSHEC GME METRICS
February 2004
Past Performance
Current Status
Arrows indicate change in color from previous report. An up arrow represents an improvement and a down arrow means a decline. Double arrows note a change of two color levels.
SAUSHEC GME METRICS
Metrics- Past Performance
Metrics- Current Status
METRICS- Past Performance
METRICS: Bragging Points
METRICS: Current Status

www.whmc.af.mil/saushec/forms